



JULY - AUGUST 2008

# THE RECRUITER

*Dedicated to the California Department of Corrections and Rehabilitation's Recruitment Efforts*

## OFFICE OF PEACE OFFICER SELECTION



More than 5,800 Correctional Officers graduated from the Basic Correctional Officer Academy between July 2006 and June 2008, according to the Office of Training and Professional Development.

## CDCR GRADUATES 5,800 NEW OFFICERS IN TWO YEARS

As recently as January 2007, the California Department of Corrections and Rehabilitation (CDCR) had more than 2,200 Correctional Officer (CO) vacancies, according to the Office of Personnel Services.

In response, CDCR mounted an unprecedented advertising and marketing campaign that recruited thousands of CO applicants.

This helped the Department hire and graduate more than 5,800 new

COs from its Basic Correctional Officer Academy (BCOA) in less than two years.

As a result of this success, Undersecretary Dave Runnels approved the temporary suspension of Correctional Officer, Youth Correctional Officer, and Youth Correctional Counselor application filing beginning July 1, 2008. At this time, the Department anticipates reopening applications in early January 2009.

In the meantime, CDCR will continue processing candidates currently in its pipeline in order to meet the BCOA's needs.

The OPOS would like to thank all Department employees who helped CDCR find so many qualified and able candidates to fill our vacancies. We will continue to keep you informed of the Department's peace officer hiring and recruitment needs as they arise.

The RECRUITER newsletter is published by the Office of Peace Officer Selection and the Office of Workforce Planning.

The RECRUITER newsletter is distributed electronically every two months to CDCR employees to keep staff informed of hiring needs and initiatives.

Tom Gjerde, Editor

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### RECRUITMENT INFORMATION

**NON-PEACE OFFICER CAREERS**  
ONLINE:  
[www.cdcr.ca.gov/careers](http://www.cdcr.ca.gov/careers)  
CALL: (888) 232-4584  
EMAIL:  
[careers@cdcr.ca.gov](mailto:careers@cdcr.ca.gov)

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# CDCR PARTNERS WITH SAN JOSE STATE TO RECRUIT LIBRARIANS

*By Alex Valdez, Recruiter*

The California Department of Corrections and Rehabilitation (CDCR), Office of Workforce Planning (OWP) is taking its recruitment campaign to another level. OWP, with its sights set on boosting recruitment efforts for librarian classifications, will team with San Jose State University's renowned School of Library & Information Science (SLIS) program to alert students of the career opportunities available to them with CDCR.

Historically, institutions have had difficulty in recruiting, hiring and maintaining well-qualified librarians. OWP has made a full commitment to address those issues by focusing a majority of its recruitment efforts on the Library series classification.

On May 28, 2008, OWP personnel met with Jane Fisher, Assistant Director for Research and Professional Practice for San Jose State's SLIS program and Patrick Moloney, an alumnus of San Jose State's SLIS Program and a current Senior Librarian for the California Men's Colony located in San Luis Obispo. The purpose of this meeting was to discuss and create a recruitment video for librarians. Mr. Moloney presented information on the realities of being a librarian in a correctional institution, job requirements, personal rewards and job benefits, as well as the application and hiring process. The video will debut as a webcast on San Jose State's SLIS Life, a web based service for library science students.

In addition to the video/webcast, OWP staff are working with SLIS staff to create a link on San Jose State's web site for students to use as a question and answer forum. According to Robert Ramirez, OWP Education Recruiter, "San Jose State is an excellent resource for us. They are willing to work with us in any way possible to build a strong, committed relationship with CDCR. I believe the foundation to a strong relationship has been made."

The partnership with San Jose State's SLIS will be a great enhancement to OWP's ongoing recruitment efforts. San Jose State has the largest Master's of Library Science Program in the country, with approximately 500 library graduates a year. The Program is primarily known for its distance-learning school, with students located throughout California and other parts of the country. The distance-learning program allows students to obtain information online through web sites, emails, lists and videos. These are just a few of the tools OWP will use in its ongoing recruitment efforts.

There are currently 20 vacancies in Library series classifications throughout the State, and OWP continues to strive to meet those demands by working with San Jose State, and advertising for positions through Yahoo, CareerBuilder, newspaper, magazine and Internet publications.

The Office of Selection Services (OSS) partners with OWP and administers the civil service examinations for library classifications after individuals are recruited. Individuals must first meet the minimum qualifications (MQs) required for the Library Services classifications they are interested in. For additional information regarding the MQs for the Library Services classifications and CDCR's selection process, please visit [www.cdcr.ca.gov/careers](http://www.cdcr.ca.gov/careers) or contact OSS, Education Testing Unit at (888) 232-4584.

OWP will continue to seek innovative ways of achieving our goal to decrease the number of vacant positions within the institutions and facilities statewide. If you have questions about recruitment, please call one of our recruiters at (888)-232-4584.